

## Position Success Profile

Now that the leadership team has identified the priority positions, the next step is to document the education, experiences, key competencies, and other factors necessary for success for each key leadership position.

<b>Position Title:</b>	<b>Classification &amp; Level:</b>
<b>Bureau:</b>	<b>Location:</b>
<b>Education:</b> (Degrees, Certifications, Licensure, etc.)	
<b>Experiences:</b>	
<b>Competencies:</b> (Check the key competencies for the position. It is suggested to limit your selection to a maximum of 5 key competencies.)	
<b>Group 4/SES</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Adaptability</li><li><input type="checkbox"/> Aligning Performance for Success</li><li><input type="checkbox"/> Building Partnerships</li><li><input type="checkbox"/> Building Trust</li><li><input type="checkbox"/> Communication</li><li><input type="checkbox"/> Customer Focus</li><li><input type="checkbox"/> Decision Making</li><li><input type="checkbox"/> Delegating Responsibility</li><li><input type="checkbox"/> Developing a Successful Team</li><li><input type="checkbox"/> Facilitating Change</li><li><input type="checkbox"/> Innovation</li><li><input type="checkbox"/> Leading Through Vision &amp; Values</li><li><input type="checkbox"/> Planning &amp; Organizing Work</li><li><input type="checkbox"/> Strategic Planning</li><li><input type="checkbox"/> Technical/Professional</li></ul>	<b>Group 3</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Adaptability</li><li><input type="checkbox"/> Aligning Performance for Success</li><li><input type="checkbox"/> Building Partnerships</li><li><input type="checkbox"/> Building Trust</li><li><input type="checkbox"/> Coaching</li><li><input type="checkbox"/> Communication</li><li><input type="checkbox"/> Customer Focus</li><li><input type="checkbox"/> Decision Making</li><li><input type="checkbox"/> Delegating Responsibility</li><li><input type="checkbox"/> Developing a Successful Team</li><li><input type="checkbox"/> Managing Conflict</li><li><input type="checkbox"/> Planning &amp; Organizing Work</li><li><input type="checkbox"/> Safety Awareness</li><li><input type="checkbox"/> Stress Tolerance</li><li><input type="checkbox"/> Work Standards</li><li><input type="checkbox"/> Technical/Professional</li></ul>
<b>Additional Factors:</b>	